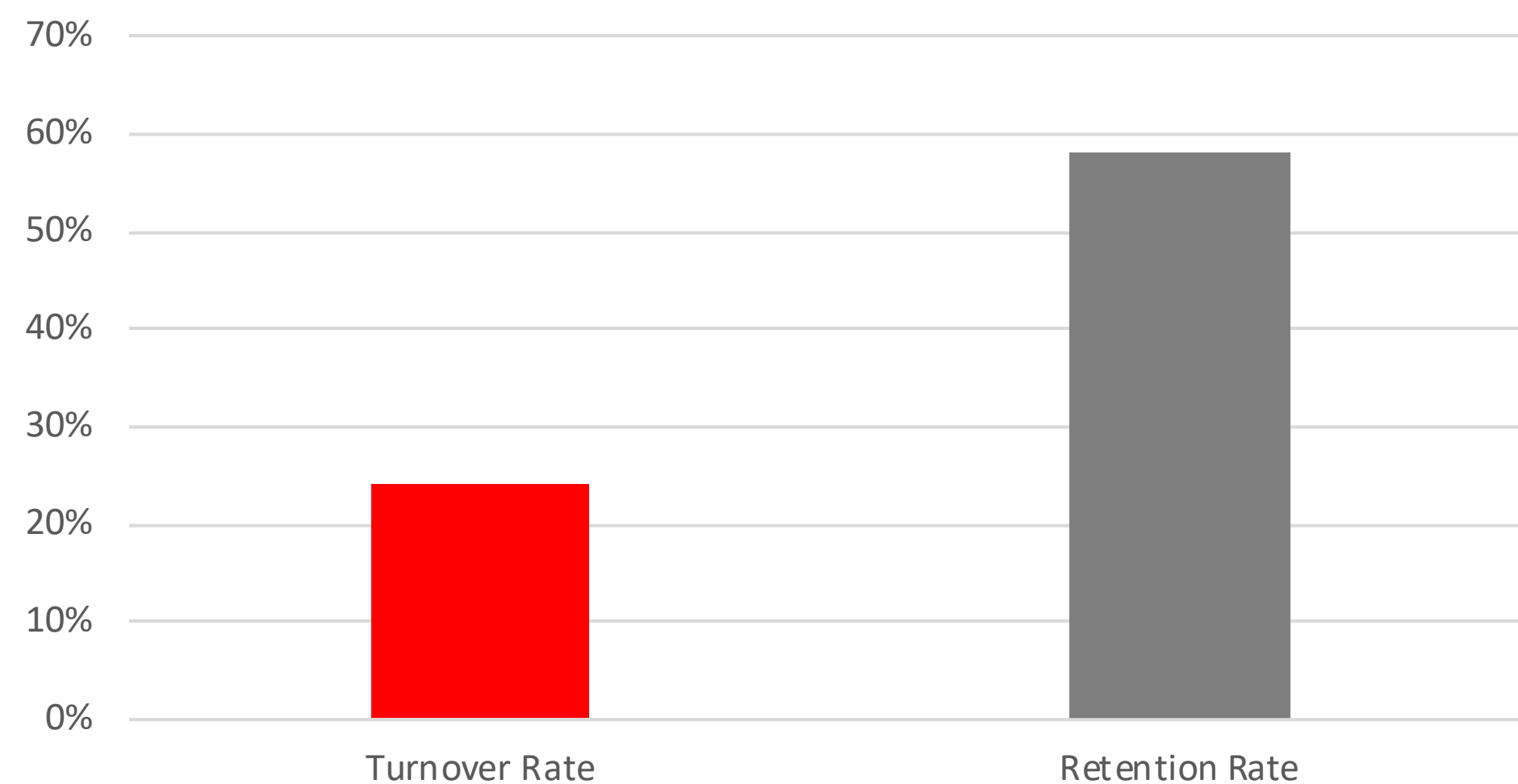


## **Use High School On-the-Job Training Program to Recruit Students**

### **Project Goals**

1. Set up a permanent lab for CNA Clinicals.
2. Get high school students interested in signing up for CNA classes.
3. 75% of CNA students who pass the certification test will be employed by Field Crest Care Center.
4. Hire Staff Development Coordinator.
5. Decrease staff turnover and increase staff retention.

Turnover and Retention Rates



### **Project Description**

Our project is to “grow our own” nursing assistants by offering Certified Nursing Assistant (CNA) class to high school students using the On-the-Job training program that the high school currently offers. CNA classes and clinicals will be provided in our care center by our Nursing Assistant Trainer.

Sophomores, juniors, and seniors from Hayfield High Schools will be released during the last hour of school to attend the CNA training class.

Our current turnover and retention rates are causing stress for our small care center. Asking so much of our staff adds to retention difficulties. We’ve also had to be very selective in taking new residents to avoid overloading our workforce.

### **Progress Report**

From July through November, 2017, we completed the following work:

- Started presentations to high school students.
- Prepared new lab for CNA Clinicals.
- Started CNA training classes.

### **Next Steps**

- Hire high school students who pass CNA exam.
- Re-design orientation process.
- Develop a mentorship program.
- Recruit and hire a Staff Development Coordinator.

### **Project Team Members**

Cheryl Gustason, Administrator; Director of Health Services; Director of Nursing; Staff Development Coordinator.

